

DEPARTMENT OF HEALTH AND HUMAN SERVICES

Of People and Places

Annual Conference of New Jersey State and Local Health Officials

September 27, 2005

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CDC
CENTERS FOR DISEASE CONTROL AND PREVENTION

Workforce Development Session Objectives

- Review national public health workforce trends
- Describe how CDC is approaching workforce development challenges
- Discuss public health workforce issues facing New Jersey
- Identify opportunities for collaboration among local, state, federal and academic partners

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Who Will Keep the Public Healthy?

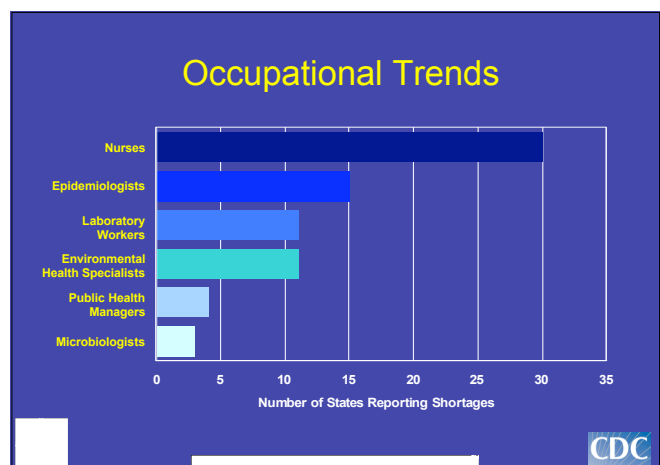
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National PH Workforce Trends*

- Rapidly aging public health workforce (average age 46.6) and shrinking labor pool
- Public health retirement rates as high as 45% over next 5 years
- Chronic shortages in professional areas such as public health nursing, epidemiology, laboratory science and environmental health
- Current vacancy rates up to 20%
- Turnover rates up to 14% in some states

*ASTHO- State Public Health Employee Shortage Report: A Civil Service Recruitment and Retention Crisis, June 2004

CDC



State Trends

- 2000 - 65 NJ PH workers/100,000 vs. 158/100,000, natn!*
- 2003 ASTHO study:
 - Avg. age is 48 yrs, eight more than other workers
 - 14 years of average service
 - 15.7% eligible for retirement in 5 years
 - 10.2 % vacancy rate**

* *HRSA The Public Health Work Force Enumeration 2000*: Bureau of Health Professions, National Center for Health Workforce Information and Analysis, Health Resources and Services Administration; 2000.

** ASTHO -ASTHO National Survey of State Public Health Employees Worker Shortage. Washington, DC: Association of State and Territorial Health Officials; 2004:Unpublished results.



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www.cdc.gov



Health Protection 2005



CDC Organizational Chart



Workforce Development

- What jobs and skills are critical to our success?
- How can we ensure that we have the skills and talents available when we need them?
- How can we optimize our workforce?

Workforce planning helps ensure that organizations have the right talent, in the right jobs, at the right time.



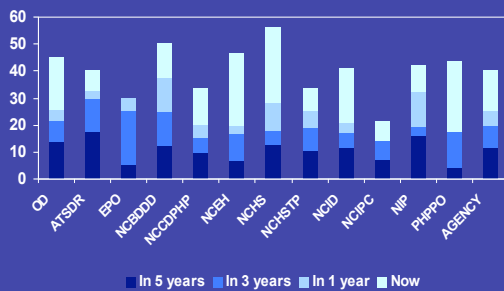
Office of Workforce and Career Development (OWCD)

Workforce Challenges

- Aging workforce
 - 40% of CDC's workforce will be eligible for retirement by the year 2008
 - Retirement is affecting the strength of state and local health departments. The average age of workers is 46.6 years
- New public health challenges
- Inadequately trained workforce



Management Personnel Retirement Eligibility as of 7/11/03



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Workforce and Career Development



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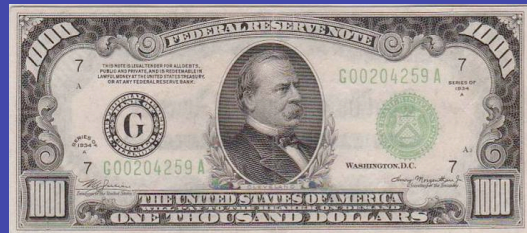
Workforce and Career Development

- Implement and evaluate succession planning programs to meet anticipated workforce shortages
- Implement and evaluate "pipeline" programs to recruit students and emerging leaders into health professions
- Strengthen leadership development programs to ensure return on investment
- Ensure the use of evidence-based practices in workforce and career development programs



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CDC Individual Employee Learning Accounts



A new entitlement for **every** CDC employee: \$1000 per year (minimum) for training; can be "saved" and accumulated up to \$3000; contingent upon creating an individual career development plan

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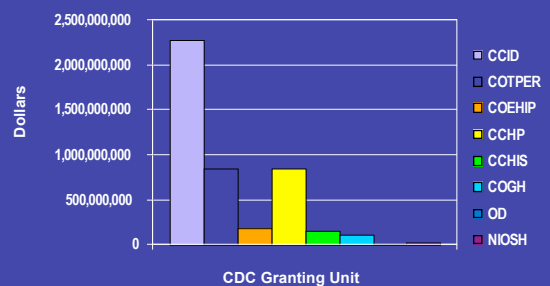
New CDC – State Collaborations

- Senior Management Officials (SMO) a.k.a. Portfolio Managers
- Seven sites – Florida, Texas, New York, Ohio, Washington, Arkansas, and District of Columbia



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2004 Domestic Grants



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Portfolio Management Goals

- Build a strong network for shared leadership with State and Local Health Departments
- Manage and leverage CDC investments to improve and protect health
- Improve CDC business services to partners
- Improve the coordination and management of CDC field staff



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State-level Workforce Initiatives

- Exploring PH for the Future
- Public Health Workforce Taskforce proposal
- NY/NJ Public Health Training Center
- UMDNJ-SPH Center for Education & Training
- NJCPHP -PHLIER program
- NJPHA Workforce Summit
- Public Health Week

Meeting the Workforce Challenge



Education



Partnership



Research

CDC

Collaboration Makes a Difference



CDC